

**Chairperson:** Supervisor James J. Schmitt  
**Committee Clerk:** Jodi Mapp, 278-4073  
**Research Analyst:** Rick Ceschin, 278-5003

**COMMITTEE ON PERSONNEL**  
**Friday, June 16, 2006 – 9:00 a.m.**  
**Milwaukee County Courthouse, Room 201-B**

**MINUTES**

**CASSETTE #: 17; Side A, 267 to 660**

**PRESENT:** Supervisors Coggs-Jones, Borkowski, Quindel, Weishan, and Cesarz (Acting Chair)

**EXCUSED:** Supervisors DeBruin and Schmitt (Chair)

**SCHEDULED ITEMS:**

1. 06-22(a) From Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

283 ***The Committee took no action regarding this item.***

2. 06-23(a) From Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

286 ***The Committee took no action regarding this informational report.***

3. 06-24(a) From Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

292 ***The Committee took no action regarding this informational report.***

4. 06-88(a) An adopted resolution directing the Director of Human Resources to submit a progress report on the implementation of the Ceridian payroll/personnel system as reported by the Implementation Oversight Committee. **(REPORT FROM DHR - INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

**APPEARANCES:**

Hugh Morris, Business Systems Project Manager, IMSD (DAS)  
Kelly Nesemann, Project Manager, Ceridian  
Dr. Karen Jackson, Deputy Director, Human Resources, DAS

## SCHEDULED ITEMS:

- 306 Mr. Morris highlighted the key changes in this report that differ from last month's report. He indicated that a number of sign-offs have been completed, which successfully close out the flex spending and self-service phases of the project. The status of the recruiting system has changed from yellow to green. The customization for the payroll personnel system has been shifted from yellow to red. Resources are being reassigned both through the County and Ceridian to try and get back on schedule with that particular issue. These customizations are key to running the payroll personnel system. Mr. Morris stated that they have also changed the phase for the time and attendance system from discovery to configuration. This simply means that they have completed gathering the requirements and are now configuring the product. The time and attendance system is actually moving to the test stage beginning Sunday, June 18, 2006.

Questions and comments ensued.

- 354 Supervisor Borkowski raised concerns about a letter from Milwaukee District Council 48 (copy attached to original minutes) that was distributed during the meeting.

- 383 The following individuals appeared to express concern regarding the implementation of the Ceridian system:  
Ms. Patty Yunk, D.C. 48, Director of Public Policy, AFSCME  
Mr. David Eisner, President, AFSCME Local 594

Questions and comments continued.

- 476 Supervisor Coggs-Jones requested information documenting how the test run went for the group selected to participate in this particular pilot referred to by Mr. Morris. The information is to include what safety net is in place for employees to ensure that they are allotted their proper time and pay in the event of a glitch in the new system. Supervisor Coggs-Jones also stated that she would like a tentative meeting schedule indicating that interaction will begin with the Union to resolve some of these issues. She explained that she does not feel comfortable going into the July cycle to receive a report back. She doesn't think any more time needs to be lost.

- 595 Chairman Cesarz reminded Mr. Morris and Ms. Nesemann that next month's cycle would be the mid-year anniversary for this project. He indicated that the Committee would like a mid-year report encompassing extensive detail due to that specific fact. Dr. Jackson emphasized the key areas that should be addressed in the mid-year report.

## SCHEDULED ITEMS:

***The Committee took no action regarding this informational report.***

5. 05-497 (a) An adopted resolution authorizing and directing the Director, Department of Administrative Services (DAS) and the Director, Division of Human Resources, DAS, to develop a reallocation plan that reflects the efficiencies expected to be achieved and the future County-wide deployment of human resources staff due to the implementation of the Ceridian human resource system. **(1/27/06: Chairman requested monthly status report from the Director of DHR regarding any efficiencies, savings, job shifting and where the initiative is headed.) (VERBAL REPORT FROM DIRECTOR, DHR - INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

### **APPEARANCE:**

Dr. Karen Jackson, Deputy Director, Human Resources, DAS

- 620 Dr. Jackson stated that at this time, there is no additional information to provide to the Committee on this issue. She did give a brief update indicating that there have been no positions lost or anticipated to be lost at this point. This issue will be incorporated in detail into the mid-year analysis for next month.

***The Committee took no action regarding this informational report.***

6. 06-265 From Director, Department of Human Resources, requesting authorization to pay moving expenses for Executive Director 1 – Retirement System Manager.

- 630 **ACTION BY: (Borkowski) Approve. 5-0**  
**AYES:** Coggs-Jones, Borkowski, Quindel, Weishan and Cesarz (Chair) – 5  
**NOES:** 0

## **RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR CREATION OF POSITIONS IF RECOMMENDED BY THE COMMITTEE ON FINANCE AND AUDIT:**

7. 06-279 From Director, Department of Health and Human Services, requesting authorization to create two Administrative Coordinator BH positions and abolish one Integrated Services Coordinator position in the Behavioral Health Division. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

**SCHEDULED ITEMS:**

643 ***ACTION BY: (Coggs-Jones) Concur with the Committee on Finance and***  
***Audit and Approve. 5-0***

**AYES:** Coggs-Jones, Borkowski, Quindel, Weishan and Cesarz  
(Chair) – 5

**NOES:** 0

**COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):**

***The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (e), (g), for the purpose of discussing the following matter(s):***

8. 06-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

**APPEARANCE:**

James Eggers, Acting Director, Labor Relations

651 Mr. Eggers informed the Committee that there is nothing new to report  
requiring action at this time.

***At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid matter(s).***

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## **SCHEDULED ITEMS:**

### **STAFF PRESENT:**

Hugh Morris, Business Systems Project Manager, Information Management Services (DAS)  
Dr. Karen Jackson, Deputy Director, Human Resources, DAS  
James Eggers, Acting Director, Labor Relations  
Rick Ceschin, Research Analyst, County Board

This meeting was recorded on tape. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes is available in the County Board Committee Services Division.

Length of meeting: 9:10 a.m. to 9:50 a.m.

Adjourned,



Committee Clerk  
Committee on Personnel